DOCUMENT RESUME

ED 043 112 24 EA 003 057

AUTHOR Piele, Philip K.
TITLE New Sets of Jobs for School Personnel. Analysis of Literature and Selected Bibliography. Analysis and Bibliography Series, No. 3.
INSTITUTION Oregon Univ., Eugene. ERIC Clearinghouse on Educational Administration.
SPONS AGENCY Department of Health, Education, and Welfare, Washington, D.C. National Center for Educational Research and Development.
BUREAU NO BR-8-0353
PUB DATE Sep 70
CONTRACT OEC-0-8-080353-3514
NOTE 18p.

EDRS PRICE EDRS Price MF-$0.25 HC-$1.00
DESCRIPTORS *Bibliographies, *Differentiated Staffs, *Instructional Staff, *Literature Reviews, Nonprofessional Personnel, Paraprofessional School Personnel, Teacher Role

ABSTRACT

This review analyzes the trend toward differentiation of secondary school instructional staffs to include teacher aides, technical assistants, clerical assistants, and staff specialists in addition to professional teachers. Attention is also given to the redefinition of professional and nonprofessional roles within a differentiated staffng arrangement. A 96-item bibliography of related literature is included. (RA)

analysis and bibliography series, no. 3

ED 043112

New Sets of Jobs for School Personnel

EA 003 057

ERIC Clearinghouse on Educational Administration

+10

ED043112

NEW SETS OF JOBS

FOR SCHOOL PERSONNEL

Analysis of Literature
and
Selected Bibliography

by

Philip K. Piele

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

ERIC Clearinghouse on Educational Administration
University of Oregon
Eugene, Oregon 97403

September 1970
Analysis and Bibliography Series, No. 3
Clearinghouse Accession Number: EA 003 057

ERIC and ERIC/CEA

The Educational Resources Information Center (ERIC) is a national information system operated by the United States Office of Education. ERIC serves the educational community by disseminating educational research results and other resource information that can be used in developing more effective educational programs.

The ERIC Clearinghouse on Educational Administration, one of twenty such units in the system, was established at the University of Oregon in 1966. The Clearinghouse and its nineteen companion units process research reports and journal articles for announcement in ERIC's index and abstract bulletins.

Research reports are announced in Research in Education (RIE), available in many libraries and by subscription for $21 a year from the United States Government Printing Office, Washington, D. C. 20402. Most of the documents listed in RIE can be purchased through the ERIC Document Reproduction Service, operated by the National Cash Register Company.

Journal articles are announced in Current Index to Journals in Education. CIJE is also available in many libraries and can be ordered for $34 a year from CCM Information Corporation, 909 Third Avenue, New York, New York 10022. Annual and semiannual cumulations can be ordered separately.

Besides processing documents and journal articles, the Clearinghouse has another major function--information analysis and synthesis. The Clearinghouse prepares bibliographies, literature reviews, state-of-the-knowledge papers, and other interpretive research studies on topics in its educational area.

The Clearinghouse operates under contract with the Office of Education of the United States Department of Health, Education, and Welfare. This publication was prepared pursuant to that contract. Contractors undertaking such projects under government sponsorship are encouraged to express freely their judgment in professional and technical matters. Points of view or opinions do not, therefore, necessarily represent official Office of Education position or policy.

FOREWORD

In mid-June 1970 the Clearinghouse received an urgent request from Central ERIC in the U.S. Office of Education to prepare selected bibliographies and brief analyses of literature on eleven critical topics related to school organization and administration.

The bibliographies and analyses were required by USOE's National Center for Educational Research and Development (formerly the Bureau of Research) in planning its new program of directed research and development. School organization and administration is one of four areas of education chosen by the center to receive concentrated research and development assistance. The others are reading, early childhood, and vocational education.

Through a joint effort the Clearinghouse staff completed the bibliographies and analyses for shipment to USOE by July 2, the deadline date.

The analysis and bibliography combined here focus on (1) types of differentiated roles developed or developing in education, and (2) efforts at redefinition of professional, paraprofessional, and nonprofessional roles for administration, instruction, pupil personnel, and other functions.

The literature cited in the bibliography and analyzed in the paper was drawn from a search of the two ERIC index catalogs, Research in Education and Current Index to Journals in Education, and from the following non-ERIC sources: Books in Print, Cumulative Book Index, Education Index, Public Affairs Information Service, Sociological Abstracts, Social Sciences and Humanities Index, and Book Review Digest. Although the urgency of the request precluded a full and comprehensive search and analysis of the literature, the reviews and bibliographies are intended to assess accurately some of the current developments and emerging trends on the topic.

Many of the documents cited in the bibliography can be ordered from the ERIC Document Reproduction Service. Instructions for ordering these documents are given at the end of the bibliography.

Philip K. Piele
Director

3

Analysis of Literature on

NEW SETS OF JOBS FOR SCHOOL PERSONNEL

As early as 1959, Trump recommended that secondary schools reorganize their instructional staffs along differentiated lines to include professional teachers (both specialists and generalists), instructional assistants, clerks, general aides, community consultants, and staff specialists. Building on the work of Trump, Bush and Allen (1964) proposed a differentiated staff composed of four levels of professionals (senior teachers, staff teachers, first-year teachers, and intern teachers) and three levels of nonprofessionals (teaching assistants, technical assistants, and clerical assistants).

The differentiated staffing approach to the reconstitution of the teacher's role in elementary and secondary schools, championed with considerable enthusiasm by the National Commission on Teacher Education and Professional Standards (NCTEPS), calls for a teaching structure "within which both the levels and kinds of teaching responsibility can be assigned and rewarded in keeping with identified educational functions and professional needs" (Allen 1967). Papers that focus specifically on models for differentiating roles, on staff support, and on the application of technology and systems approaches to school staffing are among those included in a report of the 1968 regional TEPS conferences (NEA, NCTEPS 1969).

Recommending the elimination of the self-contained classroom, Edelfelt

(1967) called for the development of teams composed of teachers, student teachers, aides, and high school students to perform a variety of roles in the teaching process. In somewhat the same vein, Joyce (1967a) proposed a model for differentiated direct-instruction teams backed up by learning support centers. Proposing a differentiated staffing plan similar to Joyce's, Bell (1967) called for a new instructional framework that would make use of teacher leaders, clerks, assistants, tutors, and an instructional materials center staffed by personnel who would replace present counselors, librarians, remedial teachers, and supervisory personnel.

Denemark (1967) also argued for the development of a differentiated instructional team made up of teachers and auxiliary personnel. Calling for the "replacement of the omnicapable teacher by the omnicapable team," Macdonald (1968) proposed a triadic differentiated model composed of semi-permanent core members, floating members, and subprofessionals.

Differentiated staffing models organized around student learning needs have also been proposed (McKenna 1967b and Sharpes 1969). Sharpes' model is particularly noteworthy. Designed to provide for effective interaction between teaching style and student learning while at the same time providing growth and advancement opportunities to enable and encourage teachers to remain in the profession, the model differentiates secondary school staffing responsibilities according to the following areas: (1) general phases of a total school program (instruction, curriculum, facilities, teacher evaluation, and responsibilities for students); (2) types or modes of learning-management activities under each phase (for example, large-group, small-group, or individually directed

learning under the instructional phase); and (3) levels of responsibility in each activity (major, subordinate, or planning). Four submodels, developed to define teaching responsibilities for each of four kinds of teachers--assistant, associate, senior, and master--are presented.

Perhaps the most significant differentiated teaching concept currently under development is that practiced in the Temple City Unified School District in California. Aided by a grant from the Kettering Foundation, the district organized professionals on four levels (staff teachers, senior teachers, teaching curriculum associates, and teaching research associates), and non-professionals on two levels (academic assistants and educational technicians) (Rand and English 1968). Among the areas of responsibility differentiated by the Temple City plan are instructional management, which features an advanced teacher as a learning engineer; curriculum construction, which adds emerging curricular theory and design by discipline structure to a teacher's responsibilities; and advanced skills in the practical application of research for the improvement of instruction (English 1969a).

Another of the more exciting differentiated staffing experiments is that in the Niskayuna, New York, schools. In a four-year project that combined the training and continuing education of teachers and the more effective use of educational personnel, Niskayuna sought to produce a school system with the flexible capacity to effect planned change. Niskayuna's objectives for the first year included (1) pilot programs involving differentiated staff teams; (2) complete analysis, in cooperation with the System Development Corporation, of the tasks of educational personnel; (3) definition of a series of differentiated

roles (with job descriptions) from administrative to clerical levels; (4) development of a training program for each differentiated role; (5) development of a plan for initiating six to eight operational teams to test the new roles in realistic school settings; (6) specification of behavioral and attitudinal changes expected from students and staff; and (7) establishment of a continuing evaluation program (Niskayuna Public Schools 1969).

A five-phase project is currently under way at Nova High School and two Nova elementary schools in Ft. Lauderdale, Florida. The purposes of the project are to develop a model of teacher role behavior in individualized classrooms, to develop teacher training courses (including workshops) for behaviors specified by the role model, and to train teachers (inservice and preservice) to fulfill the role provided by the model (Flynn and others 1969).

Of the types of differentiated roles developed, the most widely employed in education today is the teacher aide. An abundance of literature analyzes the use of teacher aides in elementary and secondary schools. Rittenhouse (1969), for example, summarized and interpreted the findings of a study of teacher aide programs in nineteen school districts throughout the country. After surveying the literature on teacher aides and analyzing teacher aide programs in the San Francisco Bay Area, Newman (1965) concluded that an aide's duties fall into four broad categories: clerical work, lay readers, preparation of enrichment materials, and assistance in instructional and resource materials centers. Classroom management and instructional tasks performed by teacher aides are described in a collection of project descriptions of paraprofessional programs in education prepared by NCTEPS for use at the 1969 national conference (NCTEPS 1969a).

Several bibliographies on auxiliary personnel, staff utilization, and differentiated staffing have been compiled. Besides compiling an annotated bibliography, Metzner and Neuman (1967) summarized and evaluated the available literature and research on the employment of teacher aides. Georgiades and others (1965) compiled an extensive list of literature related to new patterns in the utilization of school staff.

The ERIC Clearinghouse on Teacher Education recently published two annotated bibliographies on differentiated staffing. One, compiled by Ross (1969), is a guide to 114 documents on differentiated staffing announced in Research in Education. Many documents cited in the bibliography deal specifically with the roles of the teacher, part-time teacher, supervisor, assistant principal, reading consultant, specialist, research-oriented teacher, and paraprofessional. The other, compiled by McKenna (1969), contains thirty-one items that deal specifically with the differentiation of school staffs. Reports on auxiliary personnel, team teaching, and other staffing arrangements, are not included. Findley (1966) summarized fourteen research reports, published between 1960 and 1964, pertaining to the effective use of teacher time in the elementary school.

Selected Bibliography on

NEW SETS OF JOBS FOR SCHOOL PERSONNEL

Allen, Dwight W. "A Differentiated Staff: Putting Teaching Talent to Work." The Teacher and His Staff, Occasional Papers No. 1. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, December 1967. ED 027 244: paper not available from EDRS, $0.25 microfiche. Available from publisher.

Anastasiow, Nicholas J., and Fischler, Abraham S. The Teaming of Principals Project, A Report to the Fund for the Advancement of Education. Palo Alto, California: Palo Alto Unified School District, 1966. ED 010 708: $4.00. paper, $0.50 microfiche.

Anderson, R. A. "Organizational Character of Education: Staff Utilization and Development; Subprofessional and Paraprofessional Personnel." Review of Educational Research, 34 (October 1964), 458-459.

Association of Classroom Teachers. Classroom Teachers Speak on Differentiated Teaching Assignments. Report of the Classroom Teachers National Study Conference on Differentiated Teaching Assignments for Classroom Teachers. Washington, D.C.: ACT, National Education Association, 1969.

Barbee, Don. "Differentiated Staffing: Expectations and Pitfalls." TEPS Write-in Papers on Flexible Staffing Patterns No. 1. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, March 1969. ED 028 996: paper not available from EDRS, $0.25 microfiche. Available from publisher.

Baynham, Dorsey. "Selected Staff Utilization Proje[illegible] in California, Colorado, Illinois, Michigan, and New York." The Bulletin of the National Association of Secondary-School Principals, 46, 270 (January 1962), 15-98.

Beaubier, Edward, and Hair, Donald. "Experiences with Differentiated Staffing." Today's Education, 58 (March 1969), 56-58.

Bell, T. H. A Proposed Framework for Developing a New Instructional System. Salt Lake City: Utah State Board of Education, July 1967.

Benjamin, Judith, and others. The CAP Aide Study: Interim Report No. 1. Evaluation of Nonprofessionals in CAP. New York: National Committee on the Employment of Youth, April 1966.

Bhaerman, Robert D. "Several Educators' Cure for the Common Cold, among Other Things, or One Unionist View of Staff Differentiation." Washington, D.C.: American Federation of Teachers, April 1969. ED 029 825: $0.95 paper, $0.25 microfiche.

Bolvin, John O. "Evaluating Teacher Functions." Pittsburgh, Pennsylvania: Learning Research and Development Center, University of Pittsburgh, 1967. ED 020 573: $0.95 paper, $0.25 microfiche.

Bowman, Garda W., and Klopf, Gordon J. New Careers and Roles in the American School. New York: Bank Street College of Education, December 1968. ED 027 266: $12.95 paper, $1.00 microfiche.

Bowman, Garda W., and Klopf, Gordon J. Training for New Careers and Roles in the American School. New York: Bank Street College of Education, January 1969. ED 028 146: $1.00 paper, $0.25 microfiche.

Bush, Robert N., and Allen, Dwight W. A New Design for High School Education. New York: McGraw-Hill and Company, 1964.

Career Development and Utilization of Auxiliary Personnel: Program Overview. New York: Auxiliary Educational Career Unit of the Public Schools of New York City, 1968-69.

A Cooperative Study for the Better Utilization of Teacher Competencies. A Report prepared for the Central Michigan College of Education. Mount Pleasant, Michigan: Central Michigan College, 1965.

Corwin, Ronald G. "Enhancing Teaching as a Career." Today's Education, 58 (March 1969), 55.

Corwin, Ronald G. "Militant Professionalism, Initiative and Compliance in Public Education." Sociology of Education, 38 (Summer 1965), 310-331.

Crenshaw, Joseph W., and others. Florida Flexible Staff Organization Feasibility Study. Interim Report. Tallahassee: Division of Curriculum and Instruction, Florida State Department of Education, February 1969. ED 033 086: $3.75 paper, $0.50 microfiche.

Dady, Milan B., Auxiliary School Personnel Programs for Rural America. New York: Bank Street College of Education, 1968. ED 026 338: $4.60 paper, $0.50 microfiche.

Deerfield Public Schools. Results of Pilot Activities in the Guidance Assistant Project. Deerfield, Illinois: District Number 109, 1968. ED 026 680: $2.60 paper, $0.25 microfiche.

Denemark, G.W. "Coordinating the Team." The Supervisor: New Demands Plus New Dimensions. Symposium of the Association for Supervision and Curriculum Development. Washington, D.C.: ASCD, National Education Association, 1967.

Denemark, G.W. "Teacher and His Staff." National Education Association Journal, 55, 9 (December 1966), 17-19, 70.

Denham, William H., and Shatz, Eunice O. Impact of the Indigenous Nonprofessional on the Professional's Role. New Careers Perspectives, Reprint Series, Number 9. Washington, D.C.: University Research Corporation, Information Clearinghouse on New Careers, June 1969. ED 031 431: $1.05 paper, $0.25 microfiche.

Dykes, Archie R. "The Emergent Role of Administrators and the Implications for Teacher-Administrator Relationships." In Collective Negotiations and Educational Administration, edited by Roy B. Allen and John Schmid. Fayetteville: College of Education, University of Arkansas, 1966. ED 011 700: $1.25. $0.25 microfiche.

Edelfelt, Roy A. A Possible Dream: A New Education and New Models of Teacher. The Year of the Non-Conference. Emphasis: The Teacher and His Staff, Working Paper 2. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, 1968. ED 030 615: paper not available from EDRS. $0.25 microfiche. Available from publisher.

Edelfelt, Roy A. Redesigning the Education Profession. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, January 1969.

Edelfelt, Roy A. "Staffing for Changing Patterns of Organization for Instruction and Learning." Virginia Journal of Education, 62, 1 (September 1968), 15-17.

Edelfelt, Roy A. "The Teacher and His Staff." NJEA Review, 40, 15 (February 1967), 32-34.

Edelfelt, Roy A., and others. Remaking the World of the Career Teacher. Record of Teacher Education and Professional Standards Regional Conferences (1965-66). Washington, D. C.: National Education Association, 1966. ED 017 992: paper not available from EDRS, $1.00 microfiche. Available from NEA, 1201 16th Street, N. W., Washington, D. C. 20036 (Clothbound, no. 381-17758, $4.00; paperbound, no. 381-17756, $3.00).

English, Fenwick. Differentiated Staffing: Giving Teaching a Chance to Improve Learning. Tallahassee: Florida State Department of Education, September 1968.

English, Fenwick. Et Tu, Educator, Differentiated Staffing? Rationale and Model for a Differentiated Teaching Staff. TEPS Write-in Papers on Flexible Staffing Patterns, No. 4. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, 1969. ED 033 896: paper not available from EDRS, $0.25 microfiche. Available from NEA, 1201 16th Street, N. W., Washington, D. C. 20036, Stock no. 521-15644, $0.10.

English, Fenwick. "Is the School Principal Obsolete?" Riverside, California: SPEIR, Title III ESEA Pace Center, Riverside-Imperial Counties, Office of the Riverside County Superintendent, January 1968.

English, Fenwick W. "Questions and Answers on Differentiated Staffing." Today's Education, 58 (March 1969), 53-54.

Erickson, Donald A. "The School Administrator." Review of Educational Research. 37 (October 1967), 417-432.

Evans, J. L. "Improving Teacher Effectiveness." Minnesota Journal of Education, 44 (December 1963), 14-15.

Feldman, Richard, and others. Annotated Bibliography on Auxiliary Personnel in Education: with Selected Titles Relevant to Training Auxiliaries (Paraprofessionals) and Teachers for Partnership in a School Setting. New York: Bank Street College of Education, January 1969. ED 025 487: $5.10 paper, $0.50 microfiche.

Findley, Warren G. Effective Use of Teacher Time in the Elementary School--Teaching Assistant, Teacher Aides, etc., Abstracts of Research Pertaining to. Athens: Research and Development Center in Education, University of Georgia, May 1966. ED 017 051: $0.60 paper, $0.25 microfiche.

Fisher. John K. "Subprofessionals in Pupil Personnel Services." The Bulletin of the National Association of Secondary School Principals, 52, 324 (January 1968), 49-57.

Florida State Department of Education, Division of Curriculum and Instruction. Flexible Staff Organization Feasibility Study. Interim Report. Tallahassee: FSDE, February 1969.

Flynn, John M., and others. An Analysis of the Role of the Teacher in an Innovative Prototype School. Part I. Final Report. Fort Lauderdale, Florida: Nova University, February 1969. ED 033 899: paper not available from EDRS, $1.00 microfiche.

Ford Foundation. Time, Talent, and Teachers. New York: The Ford Foundation, 1960.

Georgiades, William, and others. Selected, Annotated Bibliography Relating to New Patterns of Staff Utilization. Salem: Oregon State Department of Education, July 1965. ED 012 506: $5.45 paper, $0.50 microfiche.

Greenberg, Barry. Review of Literature Relating to the Use of Nonprofessionals in Education (from 1942 to 1967). New York: New Careers Development Center, November 1967. ED 024 855: $1.00 paper, $0.25 microfiche.

Grieg, James, and Lee, Robert R. "Cooperative Administration." The National Elementary Principal, 44, 3 (January 1965), 71-76.

Hair, Donald. "Differentiated Staffing and Salary Pattern Underway in Kansas." School and Community. Missouri State Teachers Association Journal, 1969.

Hartley, James R. New Careers for Non-Professionals in Education. Final Report. Riverside: Institute for the Study of Crime and Delinquency, University of California, August 31, 1965. ED 013 237: $15.80 paper, $1.25 microfiche.

Hedges, William D. "Differentiated." National Elementary Principal, (September 1967).

Jackson, Philip W. "The Teacher and Individual Differences." Individualizing Instruction. Sixty-First Yearbook, Part I, National Society for the Study of Education. Chicago: University of Chicago Press, 1962.

Johnson, L., and Pino, Edward. "Administrative Team: A New Approach to Instructional Leadership." Clearinghouse, 42, 9 (May 1968), 520-525.

Jordan, Daniel C. Report on the Task Force Meeting on Task Analysis and Role Definition (Indiana State University, October 1967). Terre Haute: Indiana State University, October 1967. ED 027 252: $1.00 paper, $0.25 microfiche.

Joyce, Bruce R. Man, Media, and Machines--The Teacher and His Staff. Washington, D. C.: National Commission on Teacher Education and Professional Standards, and Center for the Study of Instruction, National Education Association, 1967. ED 016 397: paper not available from EDRS, $0.25 microfiche. Available from publisher for $0.75.

Joyce, Bruce R. "The Principal and His Staff." The National Elementary Principal, (September 1968), 24-29.

Joyce, Bruce R. "Staff Utilization." Review of Educational Research, 37(June 1967).

Kansas City Public Schools. Plan for Differentiated Staffing Public Schools. Kansas City, Missouri: 1968.

Kennedy, Emery, and others. Support Personnel for the Counselor: Their Technical and Nontechnical Role and Preparation. A Statement of Policy. Washington, D. C.: American Personnel and Guidance Association, October 14, 1966.

Klopf, Gordon J., and others. A Learning Team: Teacher and Auxiliary. New York: Bank Street College of Education, April 1969. ED 031 438: $8.85 paper, $0.75 microfiche.

Macdonald, John. The Discernible Teacher--Three Essays on Teacher Education. Conference document for a Seminar on Teacher Education. Montreal, Ottawa: Canadian Teachers' Federation, March 1968.

McKenna, Bernard H. School Staffing Patterns. Burlingame: California Teachers Association, 1967.

McKenna, Bernard H. School Staffing Patterns and Pupil Interpersonal Behavior: Implications for Teacher Education. Burlingame: California Teachers Association, 1967. ED 027 245: not available from EDRS. Available from California Teachers Association, 1705 Murchison Drive, Burlingame, California 94010 ($0.75).

McKenna, Bernard H. A Selected Annotated Bibliography on Differentiated Staffing. Washington, D. C.: ERIC Clearinghouse on Teacher Education, October 1969. ED 033 898: $0.90 paper, $0.25 microfiche.

Metzner, Seymour, and Neuman, Jeffrey. The Teacher Auxiliary--Aide or Maid, an Analysis with Annotated Bibliography. 1967. ED 015 171: $1.50 paper, $0.25 microfiche.

National Commission on Teacher Education and Professional Standards. "Descriptions of Paraprofessional Programs in Education." Paper for the National Conference on the Paraprofessional, Career Advancement, and Pupil Learning, January 9-10, 1969. Washington, D. C.: NCTEPS, National Education Association, 1969. ED 027 259: $2.00 paper, $0.25 microfiche.

National Commission on Teacher Education and Professional Standards. A Position Statement on the Concept of Differentiated Staffing. Washington, D. C. : NCTEPS, National Education Association, May 1969. ED 033 882: paper not available from EDRS, $0.25 microfiche. Paper copy available from NCTEPS, 1201 Sixteenth Street, N. W., Washington, D. C. 20036.

National Commission on Teacher Education and Professional Standards. Remaking the World of the Career Teacher. Report of the 1965-66 Regional TEPS Conferences. Washington, D. C. : NCTEPS, National Education Association, 1966.

National Commission on Teacher Education and Professional Standards. The Teacher and His Staff: Differentiating Teaching Roles. Report of the 1968 Regional TEPS Conferences. Washington, D. C. : NCTEPS, National Education Association, 1969.

National Education Association. Classroom Teachers Speak on Differentiated Teaching Assignments. Report of the Classroom Teachers National Study Conference on Differentiated Teaching Assignments for Classroom Teachers. Washington, D. C. : Association of Classroom Teachers, NEA, 1969. ED 030 593: paper not available from EDRS, $0.25 microfiche. Available from NEA, 1201 Sixteenth Street, N. W., Washington, D. C. 20036, Stock no. 111-03948, $0.25.

National Education Association. Classroom Teacher Speaks on His Supportive Staff. Report of the Classroom Teachers National Study Conference on the Classroom Teacher and His Supportive Staff (November 25-26, 1966). Washington, D. C. : Department of Classroom Teachers, NEA, 1967. ED 029 805: paper not available from EDRS, $0.25 microfiche. Available from NEA, 1201 Sixteenth Street, N. W., Washington, D. C. 20036, Stock no. 111-03896, $0.25.

National Education Association. Innovations for Time to Teach. Report: Time to Teach. Washington, D. C. : Department of Classroom Teachers, NEA, 1966, 113-147.

National Education Association. The Teacher and His Staff: Selected Demonstration Centers. St. Paul, Minnesota: 3M Education Press, 1967.

National Society for the Study of Education. The Changing American School, 65th Yearbook, Part II. Chicago, Illinois: University of Chicago Press, 1966.

Newman, Richard S.. Aides for Teachers, a Report Prepared for the Research and Development Council. Larkspur, California: Tamalpais Union High School District, September 1965. ED 015 149: $4.05 paper, $0.50 microfiche.

Niskayuna Public Schools. Cooperative Program in Educational Personnel Reorganization, Utilization and Continuing Education. A Prospectus. New York: Office Of Research and Development, NPS, July 26, 1969. ED 032 275: $0.80 paper, $0.25 microfiche.

Pearl, Arthur. "New Careers Concept and Staff Differentiation." Teacher Education: Issues and Innovations, Yearbook, 1968. Washington, D. C.: American Association of Colleges for Teacher Education, 1201 Sixteenth Street, N. W., 20036, 1968. 88-96.

Rand, M. John, and English, Fenwick W. "Towards a Differentiated Teaching Staff." Phi Delta Kappan, 40 (January 1968), 264-268.

Reissman, Frank. It's Time for a Moon-Shot in Education. New York: New Careers Development Center, New York University, 1965.

Reissman, Frank. New Careers in Education: A Proposal Prepared for Scientific Resources, Inc., New Jersey. Presented at a conference in Washington, D. C., March 15-16, 1967, sponsored by SRI.

Reissman, Frank, and Gartner, Alan. The Instructional Aide: New Developments. New York: New Careers Development Center, New York University, 1969. ED 029 832: $0.90 paper, $0.25 microfiche.

Rioux, William. "At the Teachers Right Hand." American Education, 2, 1 (December 1965-January 1966), 5-6.

Rioux, William. Staffing for Better Schools. Washington, D. C.: U.S. Government Printing Office, 1967. Available from GPO, no. FS 5.233:23049, $0.30.

Rittenhouse, Carl H. An Interpretive Study of the Use of Paraprofessional Aides in Education. Menlo Park, California: Stanford Research Institute, 1969. ED 032 294: $4.65 paper, $0.50 microfiche.

Ross, Marlene, comp. Preparing School Personnel for Differentiated Staffing Patterns; A Guide to Selected Documents in the ERIC Collection, 1966-68. Washington, D. C.: ERIC Clearinghouse on Teacher Education, May 1969. ED 028 155: $3.80 paper, $0.50 microfiche.

Ryan, Kevin A. "A Plan for a New Type of Professional Training for a New Type of Teaching Staff." Occasional Papers #2. Washington, D. C.: National Commission on Teacher Education and Professional Standards, National Education Association, February 1968.

Salim, Mitchell, and Vogan, H. Jayne. The Counselor Assistant Project. A One-Year Report. New York: College of Education, Rochester University, 1967. ED 012 940: $6.60 paper, $0.75 microfiche.

"Semiprofessional Today." The Reporter (Central New York School Study Council, Syracuse), 19, 4 (August 1968).

Sharpe, Donald M. Studying Teacher Classroom Behavior to Determine How Paraprofessionals Can Help in the Classroom. Washington, D. C.: National Commission on Teacher Education and Professional Standards, ED 033 897: paper not available from EDRS, $0.25 microfiche. Paper copy available from NEA, 1201 Sixteenth Street, N. W., Washington, D. C. 20036, no. 521-15642, $0.10.

Sharpes, Donald K. Differentiated Teaching Personnel: A Model for the Secondary School. Ph.D. dissertation. Tempe: Arizona State University, 1969. ED 035 614: $7.30 paper, $0.75 microfiche.

Smith, E. Brooks. A Model Professions Development Program for Elementary School Personnel (A Planning Draft for Discussion Purposes). Detroit, Michigan: College of Education, Wayne State University, May 25, 1968. ED 023 623: $1.60 paper, $0.25 microfiche.

Stoddard, George G. "Generalist and Specialists in the Elementary School." In Crucial Issues in Education, third edition, edited by Henry Ehlers and Gordon C. Lee. New York: Holt, Rhinehart and Winston, 1964.

Stover, Michael, ed. The Temple City Story: New Careers in Teaching: Differentiated Staffing. Temple City, California: Temple City Unified School District, 1969. ED 029 853: $0.70 paper, $0.25 microfiche.

Trump, J. Lloyd, ed. Images of the Future. Washington, D. C.: Commission on the Experimental Study of the Utilization of the Staff in the Secondary School, National Association of the Secondary School Principals, National Education Association, 1959.

Utah State Department of Education. Proposed Utah State Plan for Differentiated Staffing. Salt Lake City, Utah: USDE, 1968.

Virginia State Department of Education. An Analysis of the Use of Teacher Time in Virginia. Richmond: VSDE, 1966. ED 011 015: $2.40 paper, $0.25 microfiche.

Weissman, Rozanne. "A New Way of Organizing Schools." Maine Teacher, 29 (March 1969), 26-28.

Wiersma, William. A Guide to Educational Specifications for a Comprehensive Elementary Teacher Education Program. Washington, D. C.: American Association of Colleges for Teacher Education and ERIC Clearinghouse on Teacher Education, 1969. ED 035 607: $1.00 paper, $0.25 microfiche.

Wik, Harold. "Beaverton School District Differentiated Staffing Project." The Oregon Elementary Principal, (September 1969).

HOW TO LOCATE AND ORDER ERIC DOCUMENTS

Many of the documents listed in this bibliography were processed by the ERIC system and have been announced in Research in Education (RIE), the monthly ERIC index and abstract catalog. Each ERIC document is indicated by an "ED" number enclosed in parentheses at the end of the citation. The "ED" number is the document's index number and can be used to locate the particular issue of RIE in which the document's abstract appears.

Most ERIC documents can be ordered from the ERIC Document Reproduction Service. If a document is available from EDRS, its order number and prices are included in the parentheses. To order documents from EDRS, indicate:

- the ED numbers of the desired documents (titles need not be furnished)
- the type of reproduction desired--hard copy (HC) or microfiche (MF)
- the number of copies being ordered

Payment must include a special handling charge of 50 cents on all orders, and must accompany orders totaling less than $5.00. Also add applicable sales tax or submit tax exemption certificate when ordering from any State having a sales tax. Foreign orders, with the exceptions of Canada and Mexico, must include a 25% service charge, calculated to the nearest cent. Orders from Canada and Mexico must include a 15% service charge only if they exceed $50.00.

Address requests to:

ERIC Document Reproduction Service
The National Cash Register Company
4936 Fairmont Avenue
Bethesda, Maryland 20014